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ABSTRACT

Services provided by the Rural Manpower Service to 23 Michigan counties were described in this report. Services included those provided by the special projects, Operation Hitchhike and the Mobility Facilitator Unit. Major topics were program highlights, public relations, wages and earnings, rural manpower services, major crops, and employment and operations. Special migrant problems being encountered and anticipated in 1973 were listed. Possible solutions to problems included an intensified training program for work outside the migrant stream, and a public works program in home areas that pay wages above the legislated minimum rates so that the entire family does not have to work to support the household. (PS)

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1972 POST SEASON RURAL MANPOWER REPORT

STATE OF MICHIGAN
WILLIAM G. MILLIKEN, Governor
DEPARTMENT OF LABOR
MICHIGAN EMPLOYMENT SECURITY COMMISSION
S. MARTIN TAYLOR, Director
COMMISSIONERS
FRANK C. PADZIESKI, Chairman
WALTER A. CAMPBELL - ALEX FULLER
RAYMOND M. LYONS - BARRY BROWN

Prepared by
Rural Manpower Service Section

CENTRAL OFFICE MANPOWER DIVISION
7310 Woodward Avenue
Detroit, Michigan 48202

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A
Michigan Employment Security Commission
Publication

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I. ADMINISTRATION

A. ORGANIZATION OF RURAL MANPOWER SERVICE

Rural Manpower Service provided manpower services to twenty-three rural counties using the existing staff and resources that were available in the old Farm Labor Service program. These counties had been receiving either minimal or no manpower services prior to the inception of the Rural Area Manpower Program.

A rural county is defined as one in which more than 50% of the population resides outside of urbanized areas and places of 2500 or more inhabitants. Sixty-three of Michigan's 83 counties meet this criteria and are considered rural. Of the sixty-three, fifty-nine are provided services either through Rural Area Manpower, the regular branch office system or Northern Michigan CEP.

Space is provided by local communities in all but four locations, rent free. MESC provides the staff, telephones and office equipment for the program operation.

Services provided to job applicants were registration, job information, referral to jobs, job development, counseling and testing when required as well as referral to training programs and recruitment, selection, assistance in applying for training contracts and assistance in resolving personnel problems through suitable personnel methods to employers.

B. SPECIAL PROJECTS

1. OPERATION HITCHHIKE

Operation Hitchhike, a joint venture between the Co-operative Extension Service and the Michigan Employment Security Commission, is an attempt to develop better ways and means to disseminate information about manpower services and programs to rural residents.

Program operation in 1972 was confined to Allegan and Sanilac counties. It is planned to expand it to Clare and Gladwin counties in 1973.

Much of 1971 was devoted to "feeling each other out". Neither agency was knowledgeable about the organizational structure, methods of operation or policies of the other. Beginning in mid 1972 the program began to jell. What has happened?

A close working relationship has developed between the county Extension Service Aide Program and Operation Hitchhike with emphasis on nutrition. Aides participate in weekly meetings held to co-ordinate services to clients and to exchange program information. The aides as a result are more knowledgeable about manpower services and programs and can advise their clients of their availability.

Social Services Agency co-ordination has been assisted by the organization of a series of information and planning meetings between agencies in each county.

A community education program about manpower services, programs, and problems has been presented through a series of radio programs and news releases.

Labor market studies have been made in each county. This included summarization of the applicant files for various uses such as showing employers the wide range of applicant skills available. Surveys were also made to determine the extent of job vacancies in each county. Senior high school classes were surveyed as to their labor market entry qualifications, desires and expectations.

Employer services have in addition to wage surveys included the organization of Adult Basic Education programs for upgrading supervisors and to improve employer skills in employee relations.

The efforts to date prove that manpower development in rural areas is not only important, but it is possible.

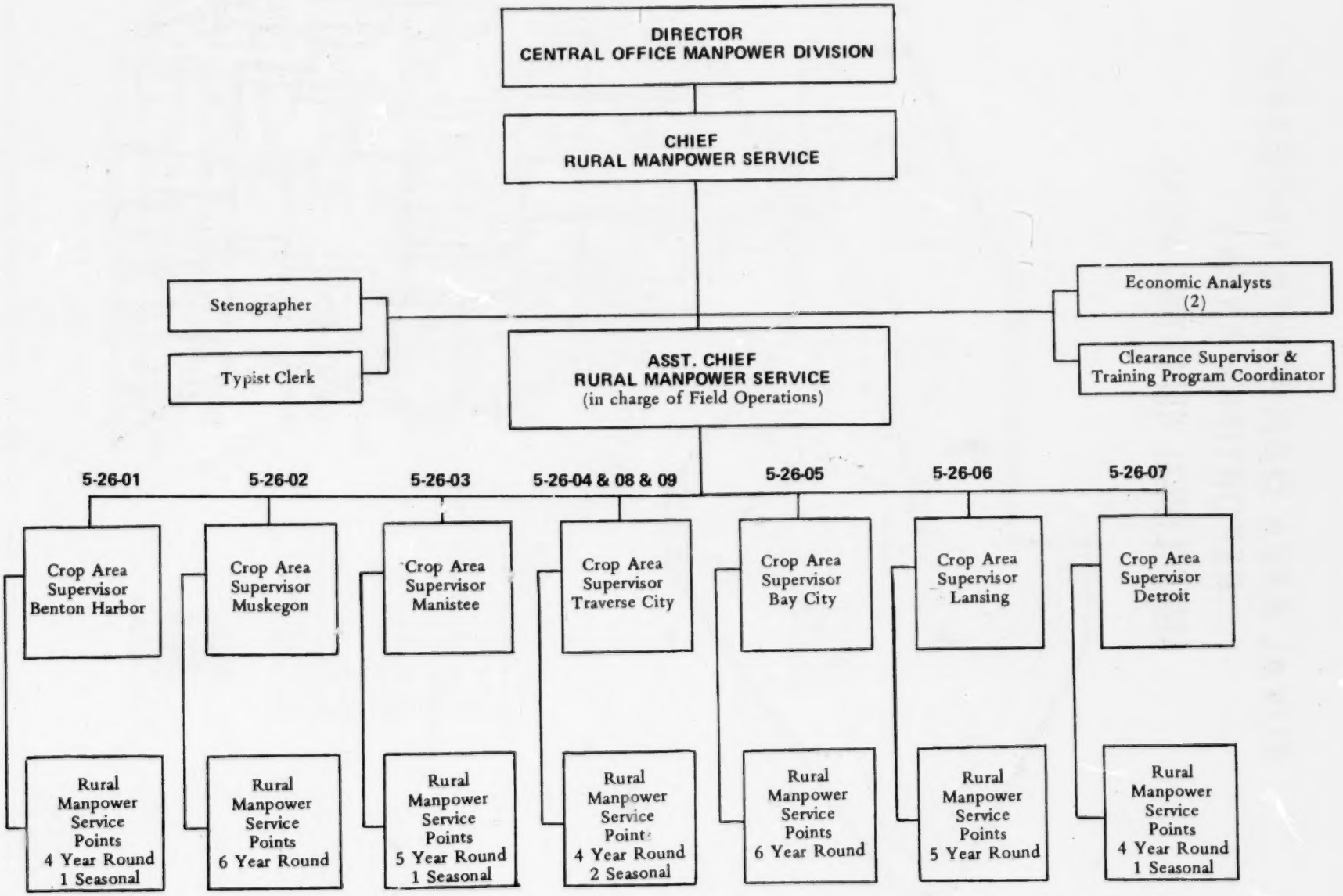
2. MOBILITY FACILITATOR UNIT

During 1971 the Michigan Employment Security Commission as a prime contractor with the USDL subcontracted with United Migrants for Opportunity Inc. to aid a minimum of 30 migrant families in settling out of the migrant stream. The project duration was for 64 weeks. Provided under the agreement was Basic Adult Education, Vocational Education, Counseling, Job Development and Placement, relocation assistance and follow-up under the supervision of UMOI.

C. TRAINING

Rural Area Manpower personnel because of the scarcity of staff and vastness of the area to be covered usually operate without the benefit of immediate supervision. This of necessity dictates that they be generalists having a basic knowledge of all manpower programs and services. To this end Rural Manpower Service personnel continue to be involved in the constant on-going training programs. In those instances where it is impossible to involve all of the staff, supervisors are involved and they in turn transmitted the training to their staff.

ORGANIZATION CHART



RURAL AREA MANPOWER PROGRAM
REPORTING AREAS
AGRICULTURAL REPORTING AREAS

* Location of Crop Area Offices (Year-Round

F Location of Other Year-Round Farm Placement Representatives

0 Location of Seasonal Farm Placement Representatives

● Location of Branch Offices of Michigan Employment Security Commission

NOTE: Figures in parenthesis indicate Agricultural Reporting Areas. Crop Area 4 is composed of two Agricultural Reporting Areas (5-26-04) and (5-26-08)

MICHIGAN EMPLOYMENT SECURITY COMMISSION

S. MARTIN TAYLOR, DIRECTOR

1972 LISTING OF RURAL MANPOWER SERVICE POINTS IN MICHIGAN

CROP AREA SUPERVISOR OFFICES

St. Joseph, 4140 Scottdale Rd., 49085
Lansing, 3215 S. Pennsylvania Ave., 48910
Manistee, 312 River Street, 49660
Muskegon, 2492 S. Henry St., 49441
Bay City, 228 S. Washington, 48706
Traverse City, 126 Boardman, 49684
Detroit, 7310 Woodward Ave., 48202

YEAR-ROUND RURAL MANPOWER SERVICE POINTS

Allegan, 344 Water St., 49010
Albion, 112 W. Cass Street, 49224
Baldwin, 1090 Michigan Avenue, 49304
Big Rapids, 400 Elm Street, 49307
Charlotte, 528 W. Beech, 48813
East Tawas, Community Bldg., City Park, 48730
Gaylord, Otsego County Court House, 49735
Gladwin, Gladwin Co., Court House, 48624
Grayling, Crawford Co., Court House, 48625
Harrison, Clare County Court House, 48625
Hastings, 110 W. Center St., 49058
Howell, 326 E. Grand River, 48843
Lansing, 3215 S. Pennsylvania, 48910
Lapeer, 529 South Court, 48446
Ludington Trailer, Rath at Loomis, 49431
Mason, 117 E. Oak Street, 48854
Mt. Pleasant, 200 N. Main, R 113, 48858
Pontiac, 242 Oakland, 48058
Reed City, Osceola Co. Court House, 48677
Roscommon, DNR Bldg., 500 Lake St., 48693
Sandusky, 34 E. Sanilac, 48471
Shelby Trailer, Rt. No. 2, Box 38, 49455
South Haven, 505 Quaker Street, 49090
Sparta, 8221 Fruit Ridge N.W., 48345
St. Johns, 911 E. State Street, 48879
St. Joseph, 4140 Scottdale Rd., 49085
Standish, Arenac Co. Court House, 48658
Three Rivers, 333 W. Michigan, 49093
White Cloud, 311 Williams St., 49349

SEASONAL RURAL MANPOWER SERVICE POINTS

Bay City, 228 S. Washington, 48706
Bear Lake Trailer, Star Route, 49614
Hancock, 435 Hancock, 49930
Keeler, Route No. 2, Hartford, 49057
Monroe, 10 Winchester St., 48161
Spratt, Route No. 2, Lachine 49753
Suttons Bay, Route No. 2, 49682

II. HIGHLIGHTS AND PUBLIC RELATIONS

How is success measured when planning to service new areas? If it involves new areas including people not aware of the intent or service to be offered, the first measure is the response of the people. The Rural Manpower Service in its effort to serve rural areas not previously afforded service has become aware that the opening of each new center, will be a new venture affording unpredictable results. However, small newspapers throughout the state have been generous with laudable comments such as indicated in the following condensed report appearing in one of the news media.

A. "AMONG TIRES, AN EMPLOYMENT OFFICE"

Worn tires lay in the corner. Auto parts hang over his head behind his desk. Over the whirr of a hot air blower comes the staccato report of a pneumatic car hoist. "If you think that's bad," he says, referring to the hot air blower, the hoist and other sounds, "you should have heard the tire changer before they put a muffler on it."

It's far from being an ideal place to interview unemployed people seeking jobs but it aptly describes the Livingston County Rural Manpower Employment Office in central Michigan. It is located in the corner of Joe's gas station in one of the county's smaller communities.

The gas station was chosen quite by chance--and because the space was offered free. As the interviewer/director explained it, his supervisor stopped at the station last year to make a phone call and casually asked about available office space in the town. Several places were suggested but they cost money and the county didn't have any for this purpose. The station manager then offered this space free, and since last October, operations have been held forth there on a regular basis.

In this short time, this former dairy farmer has processed over 200 job applications, including mostly unemployed youth with some older persons on welfare such as ADC parents referred by the county social welfare department. Many are typically unskilled and/or inexperienced.

The important part of his work is now contacting local retail businesses and industries, finding out their particular employment needs and informing them of the people he has available and of the services he provides, or the reverse, when, armed with these job applicants, he tries to locate work for them. Some of them he may be able to place in training in one of the training programs offered thru the MESC.

Already he has a mountain of work but next summer his job will increase in intensity as June graduates and interstate migrant workers swell his files, seeking work of any sort and other services. He says he could use two more people to help and hopes to relocate, preferably to the same building as the county welfare department, with whom he is in constant touch....."

It is readily apparent that job-seekers come quickly and are quite patient as they wait awhile in the previously unused courthouse space, small trailer or such as above to register for jobs and job placement assistance. Applications for assistance accelerate as soon as a service center is opened and non-ag referrals and placements have been on the increase from the start.

We, like any agency under criticism, are sensitive to the antagonistic groups which feel the service is not making a total effort, for we know that at least the Michigan effort in developing Rural Manpower is tops. We are aware that it has been Farm Labor for a long time and the people in this Farm Labor/Rural Manpower effort, like anyone else, find it difficult to divert from a facet of labor in which we know we have rendered productive assistance to many workers and growers alike.

Despite the new emphasis, it is realized that there is still a definite need for us in the Farm Labor area. But the transition is being made and our RAMPS program is being developed with fundamental strength.

Our efforts towards providing full manpower services to residents in rural areas during the past year necessitated 11,253 employer visits, 56% of these being non-agricultural. Augmenting these efforts were 19,343 contacts via the telephone of which a slightly greater number being non-agricultural. 2,043 attempts were made to develop jobs for specific applicants for a grand total of 42,046 attempts to find jobs for unemployed persons who applied to the Rural Manpower Service for assistance. This is an average of better than four a day for the personnel responsible for providing this service.

Supportive service work was also impressive with 181 being referred for assistance in physical and health improvement, 908 for possible educational improvement, 901 to Branch Offices for testing and/or counseling and 10,856 for other types of aid such as social services, legal aid, Social Security benefits, Vocational Rehabilitation, civil rights, veterans' services and others. A complete breakdown is furnished in the table on page 8.

B. CROPS AND THE WEATHER - 1972

In the 1860's pioneers discovered the state's fertile southwest was ideal for peach orchards. At the turn of the century, some 75,000 acres in the area were devoted to the crop. In 1906 a bad freeze wiped out three-fourths of it. Since then Michigan never returned to growing peaches to that extent.

Last year this sixth ranking state in peach production sent 82 million pounds to market, a $6 million crop. This year was expected to be similar, but come January 15 when northern Indiana was under severe cold weather as compared to adjoining Michigan, the winds abruptly shifted, bringing with them the severest drop in temperatures in many a year. Overnight the thermometer fell from the thirties to about 22 degrees below zero virtually destroying the fruit buds and the crop for this year.

1972 was also a turbulent year for other crops. Whereas the main problems attributable to the vagaries of nature a year ago was the long and hot dry summer, a series of troubles began early this year.

On the Sunday morn of June 11, growers in the lower Lake Michigan coastal region awoke to a stunning frost. A considerable acreage of corn and tender vegatables was lost but the blueberries appeared to be hardest hit. Once again, estimated losses ran in the 90% zone but the final picture was better than expected in that the berries on the inner part of the bushes survived. Many small growers with crops in the $10-15 thousand value range did suffer heavy losses and the projected statewide production fell an estimated 40%. It was the worst treatment given blueberries since 1936. More hardy vegetables in the area escaped damage. Much of the corn was re-seeded.

In mid-July the thumb area was hit with torrential rains. Fields were inundated. An estimated 6-8% of the navy bean crop in the area was lost with another 25-30% suffering damage. The climax of the storm brought a sea of hail as some fields resembled gravel pits. Servere damage was wrought on an estimated 15% of total acreage in the area, including wheat, corn, oats, beans and sugar beets.

In early August a short period of hot weather brought considerable damage to the lettuce crop in South Central Michigan when bottom rot and bolting resulted.

In late August in the central west, a large acreage of carrots was lost in the muck area when water from heavy rains failed to drain off fast enough to prevent serious rot damage.

All in all the season was a wet one and continued into late fall. Rains and wet fields shortened the harvest season of tomatoes in September and reduced the number of apple picking days. The latter was further curtailed by a severe drop in temperature in October freezing the fruit on the trees. All of these conditions had a serious adverse effect on job opportunities for seasonal agricultural workers.

RURAL MANPOWER
SELECTED ACTIVITIES IN
EMPLOYER AND APPLICANT SUPPORTIVE
SERVICES FOR 1972

I. EMPLOYER SERVICES	AGR.	NON-AGR.
A. Employer Visits	4,903	6,350
(1) Major Market	xxx	1,262
B. Telephone Contacts	9,590	9,753
C. Other Contacts	4,013	5,394
D. Meetings Attended	181	570
E. Job Development Contacts	765	1,278
F. Different Establishments Provided Ind. Services	xxx	427
II. Supportive Services		
A. Health	181	
B. Educational (Total)	908	
(1) Basic Adult Education	183	
(2) Vocational	108	
(3) MDT	222	
(4) OJT	270	
(5) GED	125	
C. Branch Office	901	
(1) Testing	373	
(2) Counseling	528	
D. Other Services (Total)	10,856	
(1) Dept. of Social Services	5,929	
(2) Legal Aid	203	
(3) Social Security Adm.	491	
(4) Vocational Rehab.	320	
(5) Mich. Civil Rights Comm.	76	
(6) Mich. Dept. of Labor Wage and Hour Division	741	
(7) Mich. Dept. of Labor Workmens Comp.	184	
(8) O.E.O. Funded Agencies	889	
(9) Veterans Services	942	
(10) Misc. Total	1,081	
III. Test Given by RAMPS	129	

C. GROWER RENTS INDIVIDUAL FRUIT TREES

An ingenuous Eau Claire grower tried a novel, new idea to make a profit from his apple orchard this year by renting individual trees to the public for the season. He charged $15-30 rent for each tree. Most of the first twenty trees were rented to families from Indiana and Illinois. The grower hoped the idea would prove more profitable than normal operations by securing a sale early, regardless of the crop, besides reducing labor and housing requirements for harvest workers.

The system operated in this fashion:

---the customer selected the tree he wished to lease. It was marked "Sold" and a contract was written. A number was placed on the tree. This number corresponded to the ID card number given the customer.

---upon entering the orchard to visit the "family tree," the tree "owner" showed his ID card. This lets his family in but friends were charged 25 cents each.

---those who leased a tree were kept informed on its progress throughout the season by postcard.

---additional recreational facilities that can be rented have been developed so tree visitors can hike on scenic trails or enjoy a picnic.

Advantages cited for the rentor were said to be:

---a saving of $1-3 per bushel of apples, depending on the size of the crop.

---guaranteed tree ripe fruit.

---additional cash by selling the fruit to friends and neighbors.

---the educational experience of watching a tree bloom and the fruit develop over a season.

The grower said this was his trial year and that he would be leasing more trees in the future if the idea worked out successfully.

Actually it seems like a "fun" way for the public to participate in apple "futures." If it works out it could prove useful to the squeezed, small growers in bypassing the marketplace and at the same time providing much needed recreational areas for the public.

D. CHANGING TIMES AND THE BENTON HARBOR FRUIT MARKET

Early this year an auditor's report recommended that the city of Benton Harbor sell its famed fruit market, saying the city no longer had the financial resources to maintain it.

The original market in the central city was built in the early 20's and became the largest produce market in the state and the largest cash-to-grower market in the world. Volume has been decreasing in recent years as more fruit and vegetables sales are contracted directly to the large supermarkets, resulting in more uniform pricing. Hence there is less need for an auction market. Last year's volume was said to be the lowest in 17 years. Unfortunately this sharp decline in business occurred shortly after the new market was constructed in the suburbs resulting in an additional new cost to the city. The community hopes that an organization with financial resources capable of maintaining and developing it, will take it over from the city.

E. BARODA VINEYARD TO PRODUCE CLASSICAL WINES

After four years of dreams and hard work, a group of "amateur" Michigan winemakers are no longer amateur. Laboring every weekend since planting 15 acres of imported grape vines in 1968, the four member group have quit their jobs and are working full time in their new winery and vineyard of classical European grapes near Baroda in Berrien County. The classical European strains being used are: Chardonnay, Trebbiano, Reisling and Sylval Blanc.

According to the principal stockholder and winemaker, they seem to be on the verge of a long sought dream to produce fine wines from these unique grapes. Over $250,000 had to be raised and invested to get started, with almost all labor expended being their own.

About 10,000 gallons were expected to be produced this year. This will consist of two red wines, a blend and three whites.

The winery is a $70,000 chateau made of 100 year old lumber from a barn that previously graced the spot. It includes a tasting room that will be open from 10:00 AM to 5:00 PM, Monday through Saturday. The 40 x 40 foot winecellar downstairs can handle 20,000 gallons and is expected to be expanded to 40 or 50 thousand gallons when the vineyard has grown to the desired 70 acres. It should improve employment opportunities in this community.

F. PAW PAW IS IN CENTER OF MICHIGAN WINE COUNTRY

Some 5000 acres of vineyards surrounding Paw Paw in the southwest are responsible for the state being the nation's third largest grape wine producing state. Here, nature has created the most perfect setting for growing grapes. It is especially unique as a northern state goes because not only is the soil "just right" but prevailing winds from Lake Michigan delay budding until the danger of frost is past in the spring and it also reduces chances of frost damage in the fall.

Michigan wines are made from three primary varieties: Concord-(bluish black and mild in flavor); Delaware-(small, light red and very sweet); Niagara-(light in flavor with a sweet foxy flavor). The unique tastes are from vines that have been hybridized from wild native American vines.

The grape harvest takes place in the early fall. During the harvest the wineries close down wine production to devote their full time to the pressing of grapes. After the grapes go through the pressing process it takes a week or ten days to complete fermenting, after which the new "wine" is pumped into wooden casks to mellow and mature. The casks, made of cyprus, oak and redwood, vary from fifty to 38,000 gallons capacity. The time of the aging process varies from less than a year for rosé to 25 years for sherry.

Michigan wines are less variant than European wines in flavor. This is because different varieties of grapes of different years are used to insure a uniform, high quality bouquet, color and taste. The quality of wines from Europe, on the other hand, depend upon the success of a particular grape in a particular year.

Michigan wineries bottle about 3,200 cases of still wine and about 1,400 cases of sparkling wine per day. Four of the seven wineries are located in the Paw Paw rural area. They pay some $235,000 per year in license fees and taxes and have a payroll in excess of $1,750,000. All of them invite guests to tour their facilities and sample their products.

III. WAGES AND EARNINGS

In compliance with he regulations promulgated by the United States Secretary of Labor governing eligibility for assistance in interstate clearance recruitment of agricultural workers, wage surveys were conducted wherever it was administratively possible. Prevailing wage findings were made for crop activities in which a number of farmworkers were recruited outside of the state. Wage surveys were also conducted in crop activities with a history of wage fluctuations, and in those activities in which preliminary research indicated that the wage structure had changed significantly since the previous survey was conducted. Findings were not made when valid samples could not be obtained.

Rural Manpower Service personnel conducted thirteen crop wage area and one statewide wage surveys during the 1972 season. These surveys resulted in thirteen wage area and one state-wide wage findings, which encompassed seven wage finding classes in five different crop activities. Twelve of the wage findings were in fruit crops, while two were in vegetable crops.

A total of 44,800 workers were employed in the activities surveyed in 1972, of which 20 percent (8,950) were instate workers and 80 percent (35,850) were interstate workers.

In meeting sampling requirements, data covering 11,182 workers were surveyed. This amounted to approximately 25 percent of the total number of seasonal workers employed in the activities surveyed during the 1972 season. Workers from instate sources accounted for 22 percent (2,413 workers) of the total sample while interstate sources accounted for 78 percent (8,769 workers). The vegetable harvest employed 2,175 workers or 19.5 percent of the total sample while fruit harvest activities employed 9,007 workers of 80.5 percent. The sample covered 423 employers of which 73 (17.3 percent) grew vegetable crops, and 350 (82.7%) grew fruit crops. These employers comprised 14.0 percent of the total number of employers hiring workers during the survey period in these activities.

TABLE A. A comparison of the universe of workers employed in the activities surveyed in 1971 and 1972:

Workers	1971	Percent	1972	Percent
Instate	13,985	21.8	8,950	20.0
Interstate	50,070	78.2	35,850	80.0
Total	64,055	100.0	44,800	100.0

TABLE B. A comparison of the sample of workers employed in the activities surveyed in 1971 and 1972:

Workers	1971	Percent	1972	Percent
Instate	3,152	21.8	2,413	21.6
Interstate	11,309	78.2	8,769	78.4
Total	14,461	100.0	11,182	100.0

TABLE C. A comparison of the 1966-1971 weighted average hourly earnings of piece and hourly rated workers is presented below:

Method of Payment	1966	1967	1968	1969	1970	1971	1972
Piece Rates	$1.333	$1.441	$1.656	$1.680	$1.652	$1.925	$2.207
Hourly Rates	1.297	1.301	1.422	1.351	1.489	1.605	1.663
Combined Piece & Hourly Rates	1.322	1.409	1.597	1.615	1.621	1.905	2.198

Due to the selectivity of the data used in the wage surveys, caution must be exercised in the interpretation of the statistics derived from the wage surveys, especially when these statistics are compared with those of previous years. Many factors are involved such as type of activities surveyed, crop wage areas surveyed, characteristics of the unit of payment used in the activities surveyed, and the influence of adverse weather effects on the rates.

Comparison of the 1971 and 1972 wage surveys and findings disclosed the following data:

Fourteen prevailing wage findings in seven wage finding classes were resurveyed in 1972. Only four of the prevailing wage findings increased, while the other ten remained the same.

The average hourly earnings of hourly rated workers in 1972 showed only a 3.6 percent increase over that of 1971, in comparison with a 7.8 percent increase in 1971 over that of 1970. This increase may be attributed to general inflationary trends. The earnings of piece-work rated workers increased by 14.6 percent over 1971, slightly less (1.9) than the 1970 rate of increase. Most of the increase can be attributed to increased earnings in tomato, pickle and apple harvests. The difference in the rate of increase for hourly rated workers and piece-work rated workers continues a trend that began in 1966. The combined average hourly earnings of piece-work and hourly rate workers in 1972, increased 15.4 percent over that of 1971. This is slightly less than the 17.5 percent increase of 1970-71. Most of the difference is due to the increase in the piece-work rated worker's earnings rather than hourly workers earnings since 95.0 percent of the workers in the surveys are paid on piece-work basis.

The increase in earnings in 1972 over 1971 is not as large when computed on data from common wage surveys only. The increase in earning of piece-work rated workers is reduced to 10.8 percent, while that of the combined hourly and piece-work rated workers showed an increase of only 11.5 percent.

Table "B" indicates that the ratio in 1972 of instate workers and interstate workers to the total number of workers remained approximately the same as that of 1971. An examination of sample data from the common wage surveys indicate a slight increase in the ratio of instate workers from 18.9 percent in 1971 to 21.6 percent in 1972.

MICHIGAN STATE MINIMUM PIECEWORK RATES

Minimum piece rates were established by the Wage Deviation Board of the Michigan Department of Labor for vegetable and fruit harvest in compliance with Section 14 of Act 154 of the Public Acts of 1964. A list of these rates follows. Any known instance where an employer is offering less or different basic rate than the rate established by the Wage Deviation Board is being reported to the Wage and Hour Division, Bureau of Safety and Regulation, Michigan Department of Labor, for investigation and determination. However, the established rate may be reduced in some cases up to a maximum of 16 percent for housing being provided to the workers, if such facilities are licensed under Act 289 of the Public Acts of 1965.

Vegetable Crop Harvest	Unit	Rate Effective July 1, 1971
Asparagus	Pound	5.0¢
Beans (Snap)	Bushel	$1.42
Cucumber (Pickles)	Pound	2.0¢
Greens	25 Pound Crate	29.5¢
Lettuce, Head	24 Head Crate	8.7¢
Onions, Dry (Yellow)	5 Peck Crate	12.0¢
Onions, Dry (White)	5 Peck Crate	21.0¢

Vegetable Crop Harvest	Unit	Rate Effective July 1, 1971
Onions, Green	Bunch (8-9 Onions per bunch)	3.2¢
Peppers, "Cherry"	Bushel	$1.029
Peppers, "Long Green"	Bushel	27.8¢
Potatoes	Bushel	9.4¢
Radishes	Dozen bunches (18-20 radishes per bunch)	26.5¢
Tomatoes, Fresh	5/8 Bu. Hamper	23.4¢
Tomatoes, Process	5/8 Bu. Hamper	16.9¢
Fruit Crop Harvest		
Apples	Bushel (Stripping Rate)	18.5¢
Apples, Crab	Bushel (Stripping Rate)	64.0¢
Blackberries	Quart	18.0¢
Blueberries, Hand Picked	Pound	9.5¢
Blueberries, Hand Vibrator Assisted	Pound	2.5¢
Cherries, Tart	27 Pound Lug	89.0¢
Cherries, Sweet	24 Pound Lug	98.0¢
Grapes, Concord and Niagara	Pound	0.98¢
Grapes, Delaware	Pound	1.25¢
Peaches, Process	Bushel	20.8¢
Pears	Bushel	28.6¢
Plums (Blue Damson, etc.)	Bushel	$1.28
Prunes (Italian, Stanley, etc.)	Bushel	50.3¢
Raspberries, Black	Quart	18.0¢
Raspberries, Red	Quart	25.0¢
Strawberries, Fresh	Quart	9.5¢
Strawberries, Process	Pound	6.8¢
Strawberry Plants Harvest		
Strawberry, Plants (Machine Assisted)	Thousand	$3.15
Strawberry, Plants (Non-Mechanically Assisted Operation)	Thousand	$4.20

TABLE OF PREVAILING WAGE RATES PUBLISHED IN 1972

Area, Activity and Wage Finding Class	1972 Prevailing Wage Rate	Weighted Average Hourly Earnings in 1971
STATEWIDE		
Pickle Harvest	$1.00 per 50-lb.	$2.73
BENTON HARBOR CROP AREA (05-26-01)		
Apple Harvest (Regular Pick)	30¢ per bushel	$3.12
Strawberry Harvest (Pick for Fresh Market)	76¢ per 8-qt. carrier	$1.65
MUSKEGON CROP AREA (05-26-02)		
Apple Harvest (Regular Pick)	35¢ per bushel	$2.81
Cherry Harvest, Tart (Hand Pick)	$1.00 per 27-lb. lug	$1.58

Area, Activity and Wage Finding Class	1972 Prevailing Wage Rate	Weighted Average Hourly Earnings in 1971
MANISTEE CROP AREA (05-26-03)		
Apple Harvest (Regular Pick)	30¢ per bushel	$2.46
Cherry Harvest, Sweet (Hand Pick)	$1.00 per 24-lb. lug	$1.92
Strawberry Harvest (Hand Pick for Processing)	68¢ per pound	$1.66
TRAVERSE CITY CROP AREA (05-26-04)		
Apple Harvest (Regular Pick)	30¢ per bushel	$3.28
Cherry Harvest, Sweet (Hand Pick)	$1.00 per 24-lb. lug	$1.76
Cherry Harvest, Tart (Hand Pick)	$1.00 per 27-lb. lug	$1.80
LANSING CROP AREA (05-26-06)		
Apple Harvest (Regular Pick)	30¢ per bushel	$2.42
YPSILANTI CROP AREA (05-26-07)		
Tomato Harvest (Hand Pick for Process, with Stems)	17¢ per 5/8 bu. hamper	$2.68

IV. RURAL MANPOWER SERVICE

The changing patterns in seasonal agricultural employment caused by mechanical harvesting, new technological advances and handling practices have effected changes in service center locations and staffing patterns. Because of the declining need for migrant workers in some areas, locations which were previously very active have been consolidated with others. The change to establishing a rural manpower service designed to provide equity of manpower service to rural areas has resulted in greater dispersion of staff with greater numbers employed year-round. Many rural manpower service points operating today are in areas not frequented by migrants.

The service points were located in the county seats because county seats in Michigan are generally the socio economic center of the county, are centrally located geographically and also house the agencies offering supportive services which often times are required to improve the employability of the applicant. By requesting communities to provide free office space it appears to have created a more cooperative total involvement of community leaders in trying to improve local economic conditions. Thus, manpower services are made more readily available to the rural residents of the county. In 1972 rural manpower service points with job bank viewers were operating in the county seats of Allegan, Arenac, Barry, Calhoun, Clare, Clinton, Crawford, Eaton, Gladwin, Iosco, Isabella, Lake, Lapeer, Livingston, Mason, Mecosta, Newaygo, Oceana, Osceola, Otsego, Roscommon, Sanilac and St. Joseph counties. Reports for the first three months of the fiscal year indicate that they are exceeding the goals set for placement in non-agricultural work and improving employability of the local residents.

Rural Manpower Service personnel received 3,679 orders for non-agricultural employment in 1972 for 6,411 openings. These orders resulted in 9,645 referrals of which 6,889 were adults and 2,756 were youths under 22 years. A total of 4,177 individuals were placed in non-agricultural jobs of which 1,182 were females, 1,062 veterans and 1,250 youths.

NON-AGRICULTURAL
SELECTED MANPOWER ACTIVITIES
1972

ACTIVITY/PERIOD	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	1972
ORDER INFORMATION													
1. Orders Received	191	192	241	294	380	353	272	378	405	400	323	250	3,679
A. Openings Received	322	243	365	474	640	601	500	712	744	745	591	468	6,405
REFERRALS TO:													
1. Job Openings	509	621	627	755	926	908	731	934	1067	1073	878	616	9,645
A. Adult	360	506	503	563	701	631	475	677	728	724	583	438	6,889
B. Youth (Under 22)	149	115	124	192	225	277	256	257	339	349	295	178	2,756
CLEARANCE PLACEMENT ACTIVITY													
1. Individual Selection	7	16	8	11	7	16	14	21	14	4	-	2	120
(a) Females	5	3	4	-	4	2	1	-	2	-	-	-	21
(b) Veterans	1	7	2	4	2	2	2	4	1	2	-	1	28
(c) Non-White	4	4	4	1	3	3	3	5	8	-	-	-	35
(d) Youth (Under 22)	1	1	-	-	-	2	3	4	1	-	-	1	13
TOTAL PLACEMENTS	7	16	8	11	7	16	14	21	14	4	-	2	120
LOCAL PLACEMENT ACTIVITY													
1. Individual Selection	154	190	195	279	389	379	332	398	477	533	428	303	4,057
(a) Females	48	64	65	83	100	93	92	126	132	132	137	89	1,161
(b) Veterans	46	50	57	80	98	96	76	95	120	145	95	76	1,034
(c) Non-White	10	15	20	29	22	21	21	23	20	34	19	7	241
(d) Youth (Under 22)	32	25	46	70	106	141	128	129	155	159	158	88	1,237
TOTAL PLACEMENTS	154	190	195	279	389	379	332	398	477	533	428	303	4,057

Some staff members formerly dealing only with migrant seasonal activities find themselves now operating in a dual capacity. During the migrant season they are deeply involved with farm labor and migrant problems. At other times they are involved with the problems of the small town or rural employer and the permanent local rural residents needs.

This has required intensive training to make field staff members knowledgeable about the many training programs and manpower services available.

Because of the Civil Service Classification assigned rural manpower personnel and because of the training and experience rural manpower personnel have accumulated they are in great demand by other sections of the agency and by other organizations offering much better employment opportunity. This has created considerable turnover of good experienced and trained staff.

All of the year-round and long time seasonal personnel are fully aware of the nearest location of available related technical services and whom to contact. Thus when an applicant complains that he has not received all of the wages due him; or that he has received wages below the legal minimum: or that the agricultural housing is in terrible condition; or that employment discrimination is being practiced; or the applicant needs social assistance; etc. the rural manpower service representative knows how and where to refer the person or to report the incident and/or complaint for required action. All of the year-round personnel except one who has been recently hired have received a three-week basic training course in Employment Services Policies, Practices and Programs, including how to recognize need for technical manpower service. Compliance with federal and state regulatory provisions affecting agricultural employment is further checked at the State Office upon receipt of clearance orders and prevailing wage survey forms.

Most seasonal locations are staffed by seasonal personnel some of which have now worked 14-16 seasons. consequently they are quite familiar with the program policies and operations and require a minimum of training to become familiar with changes when returning each year. In all areas they operate either under the supervision of a year-round employee or the crop supervisor. Four of the seasonal locations had bilingual (Spanish-English) persons available.

Services Which Are Being Or Will Be Made Available To Migrants For The First Time:

During 1972 Job Bank has been extended state-wide in Michigan. Viewers are available at St. Joseph, Allegan, Shelby, Ludington, Bay City, Lapeer, Standish, Manistee, Traverse City, Lansing and Monroe all of which experience migrant traffic. If it was discovered during the interview that the applicant possessed latent or unused skills for which there might be a need and if the migrant was willing to accept referral, he or she was exposed to those job openings available on job bank. Not all seasonal Rural Manpower centers had a job bank viewer. It is anticipated that through consolidation and relocation of center locations that within the next year job bank viewers will be available in all of the locations which migrants contact.

Another type of service provided in 1972, and which will be used more extensively in the future, is the Migrant Center Approach, which is further discussed under Employment and Operations. The Migrant Center provided an opportunity to interview in-depth those migrants who indicated on the job applicant registration form that they had a saleable skill. It also permitted the interviewer to question them about their plans for the future including leaving the migrant stream and refer them to the Mobility Facilitator Unit Counselor of U.M.O.I. for additional assistance.

For a number of years the use of a skeletal seasonal agricultural work application has been used for registration purposes. Beginning in 1972 this type of application was gradually phased out and all applications in the future will be taken on the new ES 2511 revised July 1972. The use of the MESC 2511 allowed the interviewer to gain additional information about the education, training and work experience of the applicant. As a result increased communication resulted and the interviewer was better advised about the qualifications and needs of the group.

Services were available to migrants and/or ex-migrants at all permanently established service points on a year-round basis. However special emphasis was given to migrant services during the migration season May 1 through October 31. Service at most seasonal points was curtailed about September 1st.

A. **Farm Equipment Mechanic Training**: Funded under the Manpower Development and Training Act (MDTA), a Farm Equipment Mechanic course was established in 1965. The Bay City Board of Education, Department of Vocational Education, is responsible for the training, which runs forty hours per week for forty-two weeks. Most participants have been young men in their twenties or early thirties from rural counties throughout Michigan. Since the course began 258 students have been enrolled with 155 graduating. Of the graduates 132 are known to have jobs with 97 in positions closely related to the training. The location of the remaining 20 graduates is unknown at this time. Records available since December 1969 reveal that 17 minority group members have been enrolled at one time or another including 12 with Spanish surnames, 3 blacks and 2 Indians. Of the total number of minority group members enrolled 7 have graduated and 10 have been drop-outs.

B. **Dairy Farm Hand Course**: In October of 1967 a Dairy Farm Hand course was funded under the Manpower Development and Training Act (MDTA) and established at Andrews University in Berrien Springs. Its purpose is to provide trainees with a basic knowledge of milk production, sanitation, disease control and feeding practices. The first two classes graduated twenty students after which class size was reduced to fifteen to give the instructor more time for individual instruction. To date, seven classes have been conducted, from which about eighty-nine students have graduated. The demand for trainees has exceeded the number available for employment. The course has received publicity in several dairy industry publications. Enrollment applications have been received from such states as Kansas, Ohio, Indiana and Wisconsin. Special efforts have been put forth to enroll minority groups in this course especially those with Spanish surnames. Records since May 1970 reveal that five black and one Spanish surname students have been enrolled and all have graduated.

C. **Fruit Farm Technician Course**: A Manpower Development and Training Act (MDTA) funded course was established at Southwestern Michigan College in Dowagiac on January 1, 1972. The forty week Fruit Farm Technician course included class work as well as practical experience in operating and maintenance of the various machinery used on fruit farms. Fourteen trainees were enrolled in the first class scheduled, of which seven have graduated. A survey of selected employers to determine occupational need indicates that the projected job openings do not indicate a need for further training courses.

V. MAJOR CROPS

A breakdown of seasonal employment by date for the year follows in those crop activities in which a relatively large number of seasonal workers were employed. The crops related to

these activities were not necessarily the most productive or largest revenue producing crops since this report is primarily concerned with labor.

An estimate of the gross wages earned by seasonal workers is included. These are only very rough estimates and are shown only so some idea may be gained of the relativity of different crop activities with one another in terms of wages.

Vegetable growers, in general, had a good year with somewhat less production than last. More than normal precipitation caused delays in planting curtailed cultivation, hampered harvesting and resulted in some weather related losses.

As mentioned in the weather summary, the peach crop was a catastrophe due to low winter temperatures while blueberries and some tree fruits had problems with the June frost.

Seasonal labor needs continued to decline, but the rate of decline leveled off somewhat. Only in the vegetable cultivation and harvest and in pickle cultivation was more labor used than last year while the mechanization resistant strawberry harvest remained stable in the use of workers. Wet weather was a major factor in the use of more labor in vegetables and pickle cultivation.

The major seasonal labor utilizing activities are listed below with a column indicating the change in the use of hand labor at the peak of the season.

Activity	% Change Use of Labor At Peak	1972 Period of Employment
Nursery and Sod	-11%	Apr. 10 - Nov. 20
Vegetable Cultivation and Harvest	+27%	May 10 - Nov. 1
Christmas Tree Activities	-17%	May 10 - Nov. 25
Asparagus Harvest	-27%	May 10 - June 30
Sugar Beet Cultivation	-14%	May 25 - July 1
Strawberry Harvest	- 2%	June 10 - July 20
Pickle Cultivation	+60%	June 25 - July 20
Pickle Harvest	-48%	July 25 - Sept. 1
Cherry Harvest	-16%	July 10 - Aug. 15
Raspberry Harvest	- 9%	July 1 - July 20
Blueberry Harvest	-36%	July 10 - Sept. 15
Tomato Harvest	-50%	Aug. 10 - Oct. 10
*Peach Harvest	-87%	Aug. 10 - Sept. 30
Plum Harvest	-39%	Aug. 25 - Sept. 30
Apple Harvest	-15%	Sept. 15 - Nov. 15
Pear Harvest	-11%	Aug. 30 - Oct. 15

*Great losses due to January thaw and subsequent deep freeze.

A. APPLES: The state's apple production of 720 million pounds was equivalent to the bumper crop of 1971.

Price offerings were low in some areas. A growers group picketed processors in the Southwest and accomplished a price increase in that area. However, prices were higher in the central part of the state, prompting growers there to shake the trees. This action reduced the profit margin only slightly below that picked for fresh market.

Mechanized harvesting increased somewhat. While shakers did a good job, processing facilities do not exist to handle large quantities of fruit at a rate fast enough to prevent spoilage.

Labor shortages were experienced by some growers, mainly as a result of rainy and inclement weather. Early cold weather halted the harvest prematurely and also caused some losses.

Month and Date	Total Workers Employed	Local	Intrastate	Interstate
September 15	2,650	1,335	20	1,295
September 30	7,880	3,225	80	4,575
October 15	10,015	3,990	130	5,895
October 31	6,850	2,885	35	3,930
November 15	1,455	800	10	645

Peak employment came the same time as a year ago, October 1-15, and was about 15% less. As mentioned above, more fruit would likely have been harvested if pickers in sufficient numbers had been available at the right time. With schools opening and with migrants returning home at the critical time of the harvest it seems that improved processing facilities to handle fruit faster will be necessary to handle crops of more 700-750 million pounds. About $2,600,000 was paid in wages to harvest this crop.

B. **ASPARAGUS**: Acreage increased again as prices continue to remain adequate to assure a satisfactory margin of profit in this crop, and another 7% increase is forecast for next year.

Spring was characterized by cold, damp weather which delayed the start of harvest somewhat, but things were not too bad as growers realized the highest average yield in three years, 14 cwt per acre. Production of 218,000 hundred weight was 18% greater than last year. 16,600 acres are planned for harvest in 1973 versus 15,700 in 1972. Growers realized a gross of $5,892,000 from their crops, a 29% increase over a year ago.

Month and Date	Total Workers Employed	Local	Intrastate	Interstate
May 15	2,310	1,235	35	1,040
May 31	3,305	1,405	30	1,870
June 15	1,915	605	30	1,280
June 30	550	280	-	270

Despite somewhat of a delay in the start of the harvest, the peak of the harvest was reached the same period as last year. The ratio of local labor to migrant labor declined 3% from that of 1971. It is estimated that $540,000 in wages were paid to hand harvesters of asparagus.

C. **BLUEBERRIES**: On the Sunday morning of June 11, growers in the Southwest awakened to a severe frost which overnight had destroyed a sizeable amount of this years production. Early estimates were that 85% of the entire crop was lost but it was later discovered that berries on the inner part of the bush had been protected from the freeze by the foliage.

Marketing of 17,643,465 pounds was still down 43% from a bountiful output of 31 million pounds a year ago and 5,350,000 less than two years ago. Of this 11,823,911 pounds were frozen, 2,877,352 pounds were canned and 2,942,202 pounds were sold fresh. This fresh market figure is estimated to be 90-95% of the states production in that category. 30% fewer berries were frozen and canned while the amount sold fresh was 70% less than a year ago.

Month and Date	Total Workers Employed	Local	Intrastate	Interstate
July 15	165	65	-	100
July 31	765	365	-	400
August 15	2,760	1,545	25	1,190
August 31	3,140	1,825	15	1,300
September 15	1,560	955	-	605
September 30	315	275	-	40

With a continued increase in mechanical harvesting and fewer berries to harvest, there was of course a substantial decline in the earnings by seasonal labor. At the peak, which was two weeks later than in 1971, 3,140 workers were hired, contrasted to 4,905 the previous season. This represented a decline of 36%. About $285,000 were paid in wages to seasonal harvesters.

D. **CHERRIES**: Everything was right for cherries this year except the market price. Bud development and pollination were good and the weather was so accomodating that even the perennial orchard sorting problem did not materialize. As expected, mechanical harvesting increased to an estimate 90% of the crop.

With all this production, 115,000 tons for tarts (+29%) and 26,000 tons for sweets (+11%), and with a large surplus in storage left over from last year, buyers of course were selective and accomodated their price to the great supply. Where as 10-11 cents per pound was obtainable in 1971, growers this year had to struggle for 7-8 cents. High quality was also demanded by buyers, as witnessed by an insistence of one processor toward the end of the harvest, that sweet cherries be at least ¾ of an inch in diameter.

With ideal harvest conditions and the efficiency of the machines, production was so rapid that it overtaxed processing facilities and a quota system was instituted by the processors so more growers could make deliveries on an equitable basis. The small grower was hurt in this arrangement. All new technological blessings seem to, in one way or another, squeeze the little fellow a little more.

As usual, Michigan ranked first in the nation in cherry production.

Month and Date	Total Workers Employed	Local	Intrastate	Interstate
July 15	4,550	1,805	210	2,535
July 31	11,450	2,040	565	8,845
August 15	2,735	235	130	2,370
August 31	20	-	-	20

The use of hand labor in the harvest declined 16% from that of last year as growers employed only 11,450 workers at the peak. They probably could get along with less but, since the use of etheral, a chemical that was to loosen sweet cherries from the tree and facilitate their mechanical harvesting, has not yet proven a success sweet cherry pickers were again accomodated with work in the tart harvest. This continued to stall the decline in the use of hand labor in the tart cherry harvest somewhat.

About $1,000,000 was paid to workers who participated in the cherry harvest.

E. **CHRISTMAS TREES**: A local paper recently reported that Michigan Christmas trees are likely to end up just about anywhere from the island of Guam to the LBJ Ranch in Texas. The state's enterprising tree growers, mostly in the western part of the state, have made our state the biggest plantation farmer of Christmas trees in the nation.

Last year's harvested crop was more than five million trees. In 1972 it is expected to surpass even that figure. Growers spend most of November of each year cutting and

baling the trees for shipment to Florida, California, Texas and other areas where palms or prickly cactus, not pine cones, are the rule.

One prominent grower says Texas is one of the best markets. This year one of his big Douglas firs adorned the LBJ Ranch, a thank you note being received, complimenting the grower for the tree's beauty.

Most of the trees are Scotch pines grown in the sandy soils along Lake Michigan but Spruce and Douglas firs are popular also.

A Michigan university professor said retail sales within the state amounted to more than $12 million while out-of-state sales were about $14 million in 1971.

Michigan ranks third in the nation in shipments, behind Washington and Oregon where trees are grown wild instead of on plantations.

The Douglas fir is considered the Rolls Royce of Christmas trees while the Scotch pine is the bread and butter item. Some growers feel Spruce may take over this category eventually if a way can be found to prevent the tree from shedding its needles in a week to 10 days after being cut. Some growers are already using a wax emulsion to prevent this. Many consider Spruce the prettiest of yule trees.

The industry is bracing for a stand against some ecology groups who think that it is sinful to cut down a tree and remind them that Christmas trees are constantly replaced as they are cut.

Theodore Roosevelt, our classical conservationist, once refused to place a tree on the White House lawn but mellowed when it was pointed out that natural stands of trees frequently become too thick.

Most growers consider artificial trees their main opposition today, the plastic industry having cut deeply into the natural tree market.

Month and Date	Total Workers Employed	Local	Intrastate	Interstate
May 15	105	105	-	-
May 31	335	315	-	20
June 15	550	530	-	20
June 30	1,230	1,030	10	190
July 15	1,425	1,100	10	315
July 31	995	830	-	165
August 15	320	260	-	60
August 31	360	305	-	55
September 15	420	265	-	155
September 30	570	430	-	140
October 15	685	560	-	125
October 31	990	885	-	105
November 15	1,160	945	-	215

Fewer workers were utilized both in cultivation and the harvest this year. At the peak of cultivation work, early July, the decline was 17% while harvest workers was about 9% less than last year. An estimated $650,000 was paid out to this labor.

F. **NURSERY AND SOD:** The nursery industry used 14,080 acres for the propagation of the various nursery stocks during the 1972 season. Decreased acreage was noted in bramble plants, strawberry plants and blueberry stock while increased acreage was

noted in perennials, ornamentals, evergreens, and tree fruit stocks. The latter three, as a group, accounted for the greatest increase from 6,256 to 6,873 acreas or 10%.

The number of licensed enterprises declined slightly to 4,757 as of December 1, 1971. These include nurserymen, plant growers, dealers in nursery stock, native tree dealers, raspberry, strawberry, blueberry, dewberry, blackberry, narcissus, tomato, dahlias, and gladiolus dealers.

Our sod data is becoming unreliable since a survey has not been done by the organization involved since 1968 but by extrapolation it is estimated that 18-22,000 acreas were harvested by 150-170 growers. Prices ranged from 30-33 cents a square yard for 1st class sod, the same as a year ago.

Month and Date	Total Workers Employed	Local	Intrastate	Interstate
April 15	1,255	1,010	-	245
April 30	1,470	1,100	-	370
May 15	1,875	1,480	-	395
May 31	2,215	1,745	-	470
June 15	2,310	1,750	-	560
June 30	2,340	1,810	-	530
July 15	2,165	1,605	40	520
July 31	1,750	1,305	-	445
August 15	1,780	1,440	-	340
August 31	1,785	1,500	-	285
September 15	1,800	1,390	-	410
September 30	1,795	1,405	-	390
October 15	1,465	1,105	-	360
October 31	1,355	990	-	365
November 15	895	730	-	165

The industry employed less workers than in the 1970-71 season. Peak employment reached 2,340 workers in the June 15-30 period, a period later than a year ago. Over $1,800,000 was paid to workers in this activity.

G. **PICKLING CUCUMBERS (Pickles)**: Last year was the first that Michigan's output of pickles was not first in the nation as North Carolina surpassed us by a fraction, the very dry season in 1971 being largely responsible. We returned to the forefront this year as production increased 18% to 97,800 tons. This was still not up to 1970 when 103,900 tons went to processors. Acreage was also up 1,500 acres to 26,000.

Despite some problems with wet fields, mechanized harvesting continues to increase. Most areas now have 75-90% of their acreage harvested by machine but the figure is somewhat misleading. A 20 acre field may be harvested by machine but only for the final pick, probably having been hand picked 2-4 times before that. Hence, labor picked 20 acres and the machine picked 20 acres but labor no doubt picked 2-3 times as many pickles as the machine. Nevertheless the use of labor declined dramatically, despite increased acreage.

Month and Date	Total Workers Employed	Local	Intrastate	Interstate
Cultivation				
June 30	275	100	-	175
July 15	1,565	230	15	1,320
July 31	310	50	-	260
August 15	880	200	-	680
Harvest				
July 31	2,325	400	-	1,925
August 15	4,635	525	10	4,100
August 31	4,290	585	-	3,705
September 15	1,055	190	-	865
September 30	30	30	-	-

Persistently wet fields hampered cultivation activities, resulting in a 60% increase in the use of hand labor over 1971 in this activity when 977 seasonal workers were estimated to have been employed at the peak. To the contrary, only 4,635 workers were needed at the peak of the harvest during the first two weeks of August. This was only a little more than one-half of the hand pickers in the field a year ago, testimonial to the rapid acceleration of the use of machines to pick pickles. Approximately $1,000,000 was paid out in wages to those employed in the cultivation and harvest of pickles in 1972.

H. PEACH, PEAR AND PLUM HARVEST: These crops are presented as a group this year because labor usuage was so low.

The results of the thaw and subsequent freeze in January, though it did not totally destroy as many peach trees as anticipated, was still quite disastrous as production plummeted 88% to 10,000,000 pounds. Some orchard blocks were bulldozed completely but a tree by tree examination revealed more had survived than expected.

It was a good year for pear growers as production increased from 17,500 tons to 24,000 tons, a 37% increase. This was equal to the 1969 crop but was still 13% less than the 1965-69 average.

Prune and plum production declined 19% to 14,000 tons but was still 40% above the 10,000 tons harvested two years ago. Mechanized harvesting is approaching 90% in this crop.

Month and Date	Total Workers Employed	Local	Intrastate	Interstate
August 15	375	100	-	275
August 31	1,465	410	25	1,030
September 15	1,750	685	5	1,060
September 30	835	555	-	280
October 15	175	120	-	55

Use of seasonal labor in the peach harvest peaked in the September 15-30 period while the other two crops peaked two weeks sooner. A maximum of 280 workers picked the peaches by hand, only one-eigth of those used at the peak last year. A total of 805 workers worked in the prune/plum harvest, as compared to 1,318 in 1971, and despite the increase in production pear pickers numbered only 1,030 versus 1,155 a year ago. Combined, a total 1,750 workers found seasonal employment in the harvest of these tree fruits, a decline from 4,658 a year ago. An estimated $185,000 was paid to workers in the peach, pear and plum harvests.

I. **RASPBERRIES**: Raspberry production figures are obtained from the Benton Harbor Fruit Market Report which account for 90-95% of the state's production. Through this market in the 1972 season went 468,945 pounds of berries, black and red combined, which was only 58% of last years crop.

Rains this year persisted throughout harvest time making it difficult to pick the berries. Once ripened, the harvest must progress relatively fast, lest the berries mold on the vine and begin to rot. This is one factor contributing to the continued, drastic decline in production. Labor shortage during the harvest reportedly also contributed, as did disease in the plants.

Six years ago over 4.2 million pounds of berries were sold in the Benton Harbor market and, as recently as 1969, production exceeded 3.57 million pounds. Since 1969 production has fallen drastically to a total of 549,098 pounds. Below is a table indicating the reported marketing through the Benton Harbor Market. Reportedly, no black raspberries were canned this year.

	Red Raspberries	Black Raspberries
Frozen	16,307 lb.	431,037 lb.
Fresh	63,846 lb.	37,908 lb.
Total	80,153 lb.	468,945 lb.

Month and Date	Total Workers Employed	Local	Intrastate	Interstate
July 15	1,130	230	-	900
July 31	575	175	-	400
August 15	75	75	-	-

Since supply was down so sharply this year prices for fresh berries were up commensurately. Red berries brought an average $7.22 per twelve pint flat versus $5.83 per flat a year ago. For the black variety, an average $6.28 per flat was obtained compared to $4.52 in 1971.

Harvesting problems that go with a wet picking season resulted in a slighter decline in labor usage at the peak. Whereas 1,235 workers were needed at the peak a year ago, 1,130 pickers were in the fields this season in the July 1-15 period. Wages paid to employees in this crop activity totaled nearly $40,000.

J. **STRAWBERRIES**: This harvest began in the Southwest with the weather hot and dry. Then it turned cold and rainy, extending the season considerably. This allowed harvest workers to be employed for a longer period of time. A harvest season enjoyed better weather in the northern areas than in the south, being described there as ideal.

It seems apparent that the strawberry's harvest will continue to resist mechanication. Reports from the Manistee area reveal that a mechanical device, the second in the area, was used in an experimental attempt to harvest the berries, and that, for present practical purposes, was a failure. Also, the initial cost of the machine makes its purchase prohibitive on an individual basis and custom operations are not practical for this crop because of its ripening characteristics.

The answer for growers still seems to be genetic development of new strains which ripen at approximately the same time to permit once-over combing. Estimates that prevail still indicate this will take 8-10 years, at least.

Overall, the crop was considered bountiful on the basis of yield. Growers realized an average of 5,000 pounds per acre, the best yield since 1969. 210,000 cwt. were

produced, bringing an estimated $5,947,000 to growers and workers in this crop. Harvest workers were paid an estimated $1,470,000 for their effort.

Month and Date	Total Workers Employed	Local	Intrastate	Interstate
June 15	11,300	990	150	10,160
June 30	14,270	2,060	370	11,840
July 15	6,550	1,900	320	4,330

The number of seasonal workers employed at the harvest peak declined only a slight 2% from 14,570 in the first two weeks of June, 1971 to 14,270 in the June 15-30 period of 1972. There was a noticeable decline in the use of local labor this year from 2,610 to 2,060 (-21%), at the peak. Pickers from intrastate sources also declined, but an increase was reflected in interstate workers.

K. **SUGAR BEETS**: Acreage was only up slightly but production was up a healthy 23% because of a better yield of 20.0 tons per acre, up 15%. 1,740,000 tons went to market which was still less than the 1,913,000 ton bumper crop of two years ago. The 1971 crop was down because of the long, hot, dry summer that characterized that agricultural year. However, the persistent wetness hampered this year's growth somewhat.

Month and Date	Total Workers Employed	Local	Intrastate	Interstate
May 31	550	150	-	400
June 15	1,150	200	-	950
June 30	1,195	175	-	1,020
July 15	1,080	135	-	945
July 31	375	90	-	285
August 15	210	40	-	170

The beet harvest has been totally mechanized for 25 years but cultivation still requires labor. Growers continue to perfect, however, the use of herbicides, mechanical blocking machines and precision space planting and thereby reduce labor needs in this activity.

Peak employment reached 1,195 in the June 15-30 period, 14% less than the 1,390 of 1971, when the peak was two weeks earlier. This was another instance when activities were prolonged by wet weather. An estimated $380,000 was paid to these workers.

L. **TOMATOES**: Wet weather had an adverse affect on this harvest. It was brought to a halt with the fruit rotting on the vine. Growers planted the same acreage as last year but the reduced yield lowered production substantially. 387,000 cwt. were produced for fresh market compared to 452,000 cwt. a year earlier, a decline of 14 percent. 60,200 tons were marketed to processors, 7% less than 1971.

Month and Date	Total Workers Employed	Local	Intrastate	Interstate
August 15	275	20	-	255
August 31	1,695	265	-	1,430
September 15	1,780	510	-	1,270
September 30	990	305	-	685
October 15	250	100	-	150

Mechanized harvesting increased dramatically in this harvest, resulting in a 50% drop in the use of hand labor at the peak. This is an unusually easy situation in which to compare the effect of the machine on seasonal farm labor of two successive years since 4,300 acres were grown for both fresh market and processing in both 1971 and 1972. Tomato growers paid an approximately $450,000 in wages.

M. VEGETABLE CROPS: Fresh market snap beans, cabbage, cantaloupes, carrots, cauliflower, celery, sweet corn, cucumbers (slicers), green peppers, lettuce, onions and potatoes comprise the state's vegetable group.

More acreage was harvested in sweet corn and onions while about the same quantity was allotted to celery, lettuce, and cucumbers. The others all were on reduced acreage. A 17% better yield was realized in onions and potatoes. All other crops suffered from wet harvest seasons, with the yields reflecting these difficulties.

Production increased in sweet corn, onions and potatoes but was down in every thing else in this group. The greatest losses were in the carrot crop (-29%), which was flooded in important areas, lettuce (-38%), green peppers (-26%), which were smothered by a great, timely hail storm, cauliflower (-28%) and snap beans (-19%).

Month and Date	Total Workers Employed	Local	Intrastate	Interstate
April 15	35	15	-	20
April 30	190	150	-	40
May 15	550	335	15	200
May 31	640	445	-	195
June 15	1,410	895	25	490
June 30	1,540	990	-	550
July 15	2,585	1,300	10	1,275
July 31	2,750	1,390	-	1,360
August 15	4,580	1,975	10	2,595
August 31	4,615	2,355	-	2,260
September 15	4,125	2,545	-	1,580
September 30	3,960	2,635	-	1,325
October 15	2,580	1,805	-	775
October 31	1,040	625	-	415
November 15	310	215	-	95

The problems brought on these crops by persistent wet weather was noticeable in that vegetable cultivation and harvest was one of only two activities in which more seasonal labor was used than in 1971. Whereas 3,645 workers were employed at the August 15-31 peak, 4,580 earned wages in this crop this season. This represented a 26% increase. An estimated $2,000,000 was earned by workers in cultivation and harvest of these crops.

VI. EMPLOYMENT AND OPERATIONS

The interaction of four major factors resulted in a reduction in the need for seasonal agricultural labor, as well as fluctuations in the demand and supply of labor during the 1972 season. These factors were mechanization, housing, weather, and planted and harvested acreage. Of those, weather conditions, ideal or adverse, during the season can be considered as the crucial factor. It is the only variable that is not known prior to the season, nor can be predicted far in advance. Furthermore it indirectly affects other factors such as mechanization, harvested acreage, and production.

Pre-season adverse weather conditions were responsible for reduced labor need and the production of two major crops. A severe freeze in January caused an almost complete peach crop failure in the southwest. The freeze did not critically damage as many trees as originally thought to be the case, but it destroyed most of the fruit bearing buds. Many growers improved their future prospects by up-rooting trees of unpopular, low profit varieties and planted others. An early June frost wiped out about 40 percent of the blueberry crop in the fruit belt.

Strict housing regulations combined with inflationary pressures forced more farmers to mechanize their harvest activities which continued to make extensive inroads in every major crop in Michigan except strawberries and apples. The continuing shortage of labor during the apple harvest is exerting increasing pressure to improve and test several existing experimental apple harvestors. The major problem with present machines is the bruising of apples, which can be offset by immediate processing, an action which processors are not able to accomplish with the present facilities. Most of the recent developments in mechanization have centered on the development of existing machines and/or the increased usage of certain types of machines or methods, such as trunk shakers vs. limb shakers.

Although the total number of land in farms is down only 1.5 percent since 1970 and 0.77 percent since 1971, there has been a greater amount of conversion to different crops or varieties. According to U.S.D.A., strawberry acreage is down 32.3 percent since 1970, while pickles increased by 12 percent during that same period. In 1972, Michigan had 83,000 farms with an average size of 155 acres per farm and total land in farms of 12,900,000 acres.

Most areas of the state experienced a surplus of labor at the beginning of the season. A large influx of free wheeling migrants in the southwest resulted in a labor surplus early in the season. Later, continuing rains in the northwest delayed the sweet cherry harvest creating a surplus of labor, while the use of mechanical harvestors in tart cherries further compounded the situation. A similar situation developed in the thumb area with pickles.

Due to an excellent tart cherry crop, processors were forced to impose quotas on daily deliveries, which created considerable underemployment. Many tons were left on trees. The duration and severity of the rains in the northwestern area was so great, that during the last part of the cherry season, even tart cherries began to crack. Nevertheless production and quality was excellent.

In contrast, most areas of the state, especially those producing late crops, such as apples, experienced labor shortage during the latter part of the season. Unable to find work, nor licensed shelter, many migrants left the state in the middle of the season. Still more left a month later in order to be home when school opened. The result, a shortage of labor during the apple and other late fall crops harvests.

The employment of seasonal labor during 1972 reached its peak towards the end of June, one month earlier than in 1971, with an estimated 27,425 workers reported to have been employed. This figure represents a 17.6 percent decline from the previous year. The apogie of employment from interstate sources also occurred during the latter part of June, one month earlier than in 1972, with about 16,980 workers employed. This figure is 13.7 percent smaller than the previous year's figure of 19,675 workers. The peak number of workers from intrastate sources occurred in the middle of July with an estimated 615 workers, a 67.5 percent drop. The employment of local workers peaked in the middle of July with 12,040 workers, 15.6 percent less than the previous year. (See Table on Page 49 for semi-monthly employment figures).

An examination of the graph on Michigan seasonal labor force during the past six years on page 51 shows a continuous decline of the peak periods of employment, and a flattening of the curve. That is, the difference in the number of workers between successive periods is not as great, and the difference between the peak period and other periods is not as great. This trend is indirectly related to the interaction of the four factors mentioned earlier, and is directly related to the degree major crops adaptable to mechanization. Cherries, pickles and blueberries are now largely mechanized and use approximately 25 percent of the labor they used in 1967, while the labor employed in strawberries and apples-the major crops in the early and late part of the season-exhibited a lower rate of decline, and are yet to be mechanized. This development makes it theoretically possible to harvest the crops with fewer workers for a longer duration of employment than in previous years. Instead, we still

have the situation of under-employment, a reduced employment period, and a need for comparatively large number of workers towards the end of the season. One of the main causes is the reduction in the employment opportunity during the middle part of the total season.

As part of its total effort to provide services in every aspect of rural employment, Rural Manpower Service personnel wrote 2,807 agricultural orders, covering 30,868 openings. Placement representatives referred 21,931 adults, and 12,283 youths to agricultural job openings resulting in 672 clearance placements and 26,164 local placements. A total of 1,197 local individual placements were made which included 129 females, 236 veterans and 354 youths. Crews comprised 91.2 percent of total placements, pool type 4.2 percent and individual placements 4.6 percent. (See Chart on page 52 for monthly work-load figures).

A total number of persons estimated to have been seasonally employed at one or more times during 1972 in the cultivation and harvest of Michigan's crops was 55,900-down 22.2 percent from 1971's figure of 71,900.

SEASONAL AGRICULTURAL EMPLOYMENT DURING 1972 2/

Date	Total Workers	Local Workers	Intrastate Workers	Interstate Workers
April 15	4,140	3,590	-	550
April 30	5,295	4,545	-	750
May 15	9,065	7,100	65	1,900
May 31	11,870	8,475	55	3,340
June 15	24,010	8,980	205	14,825
June 30	27,425	9,970	480	16,980
July 15	26,035	12,040	615	13,380
July 31	25,670	10,460	565	14,645
August 15	22,870	9,505	175	13,190
August 31	21,460	10,500	40	10,920
September 15	18,040	10,250	25	7,765
September 31	19,060	11,090	85	7,885
October 15	17,995	10,075	130	7,790
October 31	12,690	7,490	35	5,165
November 15	5,880	4,565	10	1,305

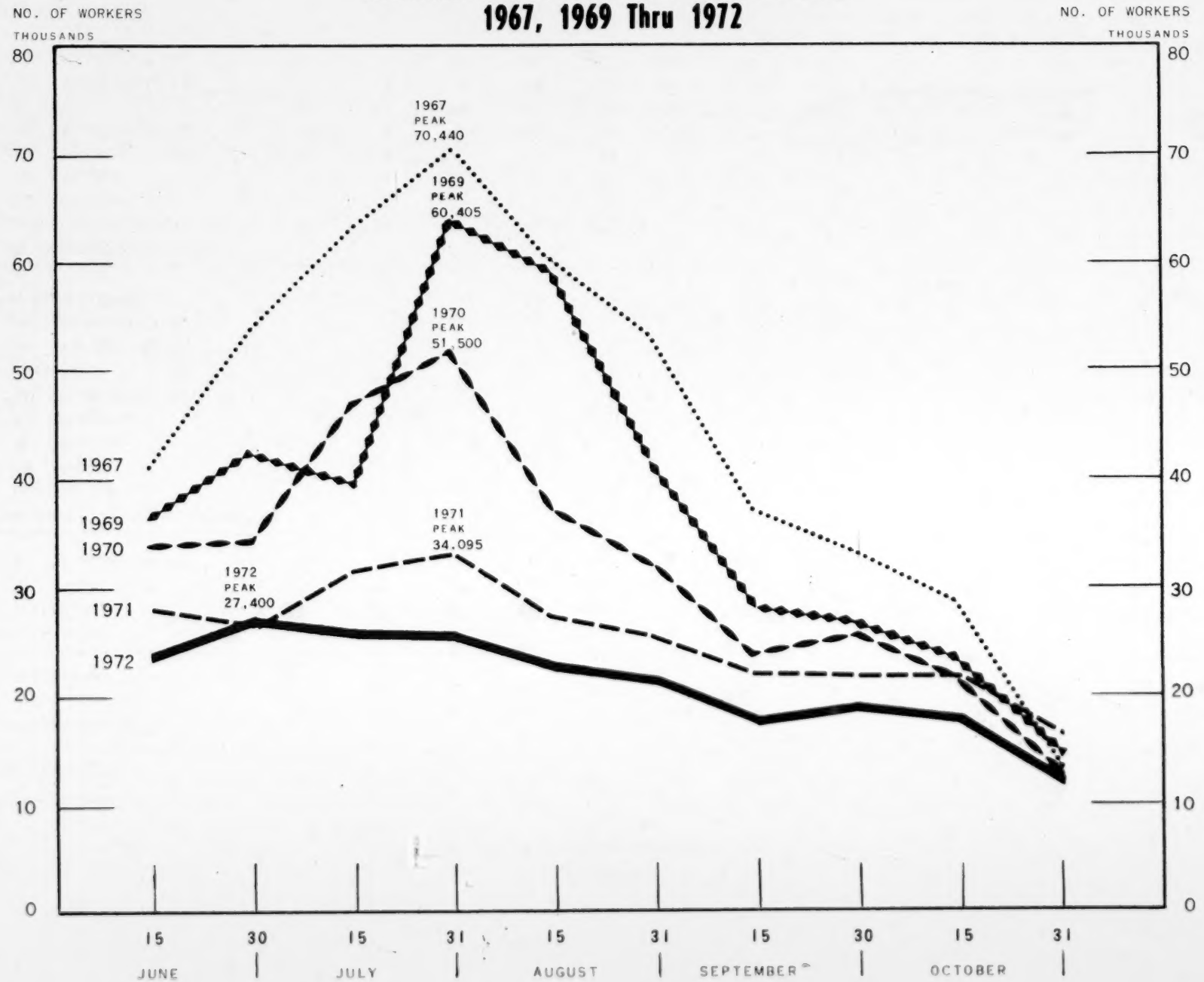
2/ Seasonal employment figures are estimated for the last normal work day preceding the reporting date. Estimates are calculated for the period of greatest seasonal employment only (April 15th to November 15th). Peak employment occurred near June 30, when approximately 27,425 workers (Age 10-up) were employed in seasonal activities.

The employment of interstate workers fell from 34,600 in 1971 to 27,900 in 1972, or a decrease of 19.4 percent. Approximately 25,700 local workers were employed at one time or another in seasonal agricultural labor in 1972. This was 15.5 percent less than 1971's figure of 30,400. The size of the intrastate work force showed the greatest decline from 6,900 workers in 1971 to 2,300 workers in 1972—a 67 percent decline.

Special Migrant Problems Being Encountered And Anticipated in 1973

Increasing mechanization and new technological advances previously mentioned have caused

MICHIGAN SEASONAL FARM LABOR FORCE
1967, 1969 Thru 1972



AGRICULTURAL
SELECTED MANPOWER ACTIVITIES
1972

ACTIVITY/PERIOD	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	1972
ORDER INFORMATION													
1. Orders Received	45	53	52	115	237	359	538	448	513	339	84	24	2807
A. Openings Received	118	95	98	470	1776	6737	8202	5848	4558	2412	509	45	30,868
REFERRALS TO:													
1. Job Openings	223	83	145	368	1721	6385	10484	6671	4420	2779	806	129	34,214
A. Adult	173	75	124	298	1233	3379	5860	4692	3242	2070	687	98	21,931
B. Youth (Under 22)	50	8	21	70	488	3006	4624	1979	1178	709	119	31	12,283
CLEARANCE PLACEMENT ACTIVITY													
1. Individual Selection	1	-	-	-	5	-	8	10	4	7	4	-	39
(a) Females	-	-	-	-	-	-	-	-	-	-	-	-	-
(b) Veterans	1	-	-	-	-	-	3	-	-	-	-	-	4
(c) Non-White	-	-	-	-	5	-	6	8	-	6	4	-	29
(d) Youth (Under 22)	-	-	-	-	-	-	4	7	1	4	2	-	18
2. In Crews	-	-	-	75	-	37	235	227	59	-	-	-	633
(a) Youth (Under 22)	-	-	-	-	-	20	103	81	13	-	-	-	217
(b) Number of Crews	-	-	-	1	-	2	18	27	6	-	-	-	54
TOTAL PLACEMENTS	1	-	-	75	5	37	243	237	63	7	4	-	672
LOCAL PLACEMENT ACTIVITY													
1. Individual Selection	26	30	34	62	107	93	157	183	241	176	55	33	1,197
(a) Females	1	2	-	3	1	9	24	18	35	31	4	1	129
(b) Veterans	6	6	14	11	22	25	28	33	35	31	13	12	236
(c) Non-White	1	3	2	13	13	9	30	20	34	14	7	5	151
(d) Youth (Under 22)	4	3	4	15	30	20	72	56	79	46	15	10	354
2. In Crews	42	16	51	178	1078	4085	7698	4799	3337	1888	640	34	23,846
(a) Youth (Under 22)	5	-	3	30	136	1445	3158	1531	875	422	89	9	7,703
(b) Number of Crews	11	6	17	31	201	560	870	651	531	307	80	6	3,271
3. Pool Type	-	-	-	-	-	73	992	33	-	8	15	-	1,121
TOTAL PLACEMENTS	68	46	85	240	1185	4251	8847	5015	3578	2072	710	67	26,164

serious ruptures in the Michigan migrant employment pattern affecting the livelihood of the migrant. Problems encountered involve unemployment, under-employment, and lack of available licensed housing.

Growers who have mechanized their harvesting activities no longer have a need for migrant workers and consequently no need for migrant worker housing. While in many instances, buildings formerly used as housing still stood on the farm, they were not inspected and/or approved for occupancy.

While the number of migrants has decreased significantly during the past two years, the job opportunities appear to have decreased at a faster pace during some periods of the season.

Migrants continue to come into the state without job commitments and in larger numbers than may be needed at the time, resulting in much unemployment and underemployment. This in turn develops a greater need for housing, emergency food, travel monies and health care.

It is expected that these conditions will continue to exist next season but on a continuing rate of decline.

The Michigan Interagency Committee on Migrant Affairs in which the Rural Manpower Service is a member has actively moved, as it has done in the past, to eliminate or alleviate the migrant workers problems within its limited capabilities.

During 1972 a new type of service, Interagency Migrant Center at port of entry was instituted, and is expected to be used more extensively in the future. The Interagency Migrant Center approach is a shopping area concept in that it embodies groups of agencies offering services to migrants under one roof.

During 1972, Rural Manpower Service participated in two interagency centers one at Berrien Springs and one at Traverse City. Both proved successful in that various services were provided to migrants without needless travel and waste of time. Housed at these Centers were the Rural Manpower Service, Department of Social Services, County Health Departments, UMOI and other representatives from agencies who have a vested interest in migrant problems and their solution. It allowed the rural manpower representative to talk with the migrant, about his present and future work commitments and to offer placement assistance to many more people than could be possible if their work commitments were not known.

This was not the only service that was provided to the migrant or the seasonal agricultural worker. The other services provided are extensively discussed under Highlights and Public Relations, and also under Rural Manpower.

Possible Solutions for Problems

Solutions to the problems cited above are not only the problem of the State of Michigan but involve the National government.

The logical solution would be to supply work, paying a sufficient wage, in their home areas which will allow people to live with dignity. Since this does not appear to be possible other alternatives are:

1. An intensified training program to equip them for work outside the migrant stream.

2. A public works program in their home areas on jobs that pay wages above the legislated minimum rates so that the entire family does not have to work for the support of the household.